



State Personnel Newsletter

Department of Human Resources Press Release

Volume 6.1

September 10, 2012



From left: DHR Commissioner Nancy Buckner, Holly Painter, Senator Jerry Fielding

TALLADEGA - The State of Alabama Personnel Department has selected Ms. Holly Painter, a Social Service Caseworker in Talladega County, as the 2012 Alabama State Employee of the Year. An award ceremony was held Thursday, June 7th at the Talladega County Department of Human Resources to recognize Ms. Painter for her dedication to insuring the safety of children and her outstanding working relationship with community partners.

"I am very excited and overwhelmed, it was completely unexpected and I am very grate-

ful to have won and be representing Talladega County DHR and the State of Alabama," stated Ms. Painter.

Ms. Painter, an employee of the Talladega County DHR since June of 2006, was nominated because she consistently goes above and beyond the call of duty as a Child Abuse and Neglect ("CA/N") Investigator and has been described as a "calming force in the midst of crisis." Ms. Painter is often "on call" and works after hours to ensure children are protected from further abuse and placed in a safe environment.

"We are very proud of Holly and the work that she has done. It is a great honor to have one of our CA/N Investigators to receive the State Employee of the Year award," said Talladega DHR County Director Nicole Parker.

The ceremony was attended by State Senator Jerry Fielding, DHR Commissioner Nancy Buckner, local community partners, Talladega DHR employees, and members of Ms. Painter's family. Brittany Crain with the State of Alabama Personnel Department presented the Employee of the Year Award and Senator Fielding presented Ms. Painter with a Senate Resolution of Congratulations.

Legislative Update – 2012 Regular Session

Several bills relating to State employment were enacted during the 2012 Legislative Session. Below is a re-cap of bills of importance to State employees:

Senate Bill 388, now Act 2012-377, relates to retirement for employees hired after January 1, 2013. Employees hired after that date will be eligible for retirement at age 62, rather than the current age of 60. Employees will also contribute 6.5 percent rather than the current 7.5 percent. The bill will become effective January 1, 2013.

Senate Bill 376, now Act 2012-376, alters the donated leave program. Employees will be able to receive a maximum of 480 hours during their career and employees may only donate to a person in an equal or lower pay grade, unless approved by the State Personnel Board. Additionally, sick leave over 1,200 hours will be placed in an excess account throughout the year rather than on December 31 of each year. The bill

will become effective October 1, 2012.

House Bill 255, now Act 2012-302, allows a maximum of twenty percent (20%) of overtime paid to be counted toward retirement.

House Bill 136, now Act 2012-506, raises the income threshold requirement for filing a Statement of Economic Interest to \$75,000 annually. Also, all supervisors must file a State of Economic Interest, regardless of salary amount.

House Bill 466, now Act 2012-433, changes the Ethics Law to allow State employees to receive gifts of \$25 or less per occasion, but not to exceed \$50 annually from any single provider.

House Bill 590, now Act 2012-529, eliminates the affidavit requirement for State travel forms.

If you have any questions related to the legislation mentioned above, please contact your agency's Personnel Manager, or you may contact Brittany Crain at (334) 353-1148.

Points of Interest:

- State Personnel Training Schedule
- The State Personnel Board will meet September 19, 2012

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Personnel Training Schedule – September 2012

The seminars listed below are being offered in August. All training offered by State Personnel Department is free to the employee and the agency. For more information, please visit our website at www.personnel.alabama.gov. To register for a class, please see your agency's training coordinator. We look forward to seeing you in class!

September 18: Time Management (SPD in Montgomery)

September 25: Family and Medical Leave Act (State Port Authority in Mobile)

September 26 (morning): Employment Law for Supervisors (State Port Authority in Mobile)

September 26 (afternoon): Sexual Harassment Prevention (State Port Authority in Mobile)

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Enhancements to the website include:

- * A new look and feel, updated with you in mind
- * New financial planning calculators to help you make well-informed decisions about your retirement goals
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- * More online courses to make learning even easier

It will be easier to find information, easier to stay informed, and easier to take action. Log in using your current Username and Personal Identification Number (PIN). *Don't have a Username or PIN²? Call KeyTalk® at (877) 313-2262¹.*

Sincerely,

Donald Erwin
Client Relationship Director

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ASEA/Nationwide Settlement Update

Distribution of the \$16 million dollar ASEA/Nationwide Settlement is nearly completed for over 25,000 active and retired state employees who were in the Nationwide Retirement Solutions/PEBSO 457 Deferred Compensation Program at any time from October 1, 2000, to December 15, 2009.

In 2011, the Circuit Court of Jefferson County approved a settlement of the class action lawsuit and a Restoration Fund was established for distribution under a Court-approved Plan of Allocation.

The Plan of Allocation divides the Restoration Fund among Class Members so that they receive proportional amounts based on two factors: (1) how much deferred compensation a Class Member contributed to and had held by the 457 Plan, and (2) how many quarters (three month periods) from October 1, 2000, to December 15, 2009, the 457 Plan held the Class Member's deferred compensation.

As part of the settlement, over \$16,000,000 was deposited in the Restoration Fund. With interest, the amount to be distributed is \$16,112,404. With 25,452 Class Members, the average distribution is about \$633. Five Class Members are to receive over \$20,000.00, 87 Class Members are to receive over \$10,000.00, and 4,240 Class Members are to receive over \$1,000.00. Approximately 750 members are calculated to receive less than \$1.00.

Most Class Members have received their settlement distributions automatically as deferred compensation. For Class Members who are current 457 Plan participants, the settlement distribution was reflected on the April 2012 quarterly statement received from Great-West Retirement Services (the new deferred compensation administrator chosen by the Board in 2009). For Class Members who are RSA-1 participants, the settlement distribution was reflected on the statement received from RSA-1.

About 7,000 of the Class Members are not 457 Plan participants and are not RSA-1 participants. These Class Members received a rollover notice package including a Settlement Distribution Form. Such Class Members are to follow the directions in that package. These packages were mailed in March 2012 and distribution should now be completed.

Rust Consulting, a third party, performed the calculations for the settlement distribution and sent the rollover notice packages. Questions about the settlement distribution calculations or rollover notice packages should be directed to Rust Consulting at 866-944-5046. Class counsel and the State Personnel Board are not in a position to answer questions about the amount of settlement distributions or to provide tax advice.

A Class Notice for this settlement was sent in late 2010. The Class Notice and other information about the litigation and the settlement are available at www.alabama-deferred-comp-settlement.com.

State Personnel Department

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To see photos from the State Employee Recognition Night with the Biscuits on May 24, 2012, go to: http://www.biscuitsbaseball.com/MONTYS_MOMENTS/5-24.html

Follow us on Facebook for updates on testing, job announcements, the Nationwide Settlement Agreement and more! Search for "State of Alabama Personnel Department"

The Alabama Merit System law created the Personnel Department to be administered by a Personnel Director who answers to an independent board. The Board currently consists of five members who serve staggered six-year terms. Two members are appointed by the Governor, one by the Lieutenant Governor, one by the Speaker of the House, and one member is an elected classified State employee who is subject to all merit system rules and regulations.

By law, the Board is required to meet once each month. Its principal functions are to:

- *adopt and amend rules and regulations;
- *adopt and modify classification and pay plans;
- *hear the appeals of employees who have been dismissed;
- *represent public interest in the improvement of personnel administration in state service; and
- *advise and assist the Personnel Director.

The Personnel Department is divided into 9 major areas: Classification and Pay; Examination, Recruitment and Certification; Personnel and Payroll Audit; Information Systems; Training; Legal; Administrative Law Judge; Transportation Work Group; and Administration. Please remember, the Personnel Department is here to protect the merit system and to serve as a resource for State employees and the citizens of Alabama!

The State Personnel Board is scheduled to meet on September 19, 2012 at 10:00 a.m. in the Board Room on the 3rd Floor of the Folsom Administrative Building in Montgomery. The meeting is open to the public.